



IT IS HEREBY ORDERED, ADJUDGED, AND DECREED that the annexed Findings of Fact and Conclusions of Law for Winston Phillips (Exhibit 1) is adopted;

IT IS FURTHER ORDERED, ADJUDGED, AND DECREED that Winston Phillips will have judgment against the BOE as follows:

1. Backpay in the amount of \$5,109;
2. LAST Fees in the amount of \$140;
3. Pre-judgment interest calculated to be \$3,469; and
4. Pension-related relief pursuant to the terms of the Court's Order dated December 17, 2018 (Pension Stipulation & Order, [ECF No. 1014]).

IT IS FURTHER ORDERED, ADJUDGED, AND DECREED that Winston Phillips will be entitled to the following non-monetary relief:

1. The BOE is ordered to amend its internal service, salary, payroll, and human resources systems as follows:
  - a. Incorporate the "Pension Inputs" detailed in Paragraph 4 of Exhibit 1;
  - b. Incorporate Winston Phillips's counterfactual monthly service history, as listed on Exhibit A to the Stipulation Regarding Winston Phillips; and
  - c. Grant Winston Phillips retroactive seniority based on his counterfactual monthly service history, as described in Paragraph 4 of Exhibit 1.

IT IS FURTHER ORDERED, ADJUDGED, AND DECREED that the Court adopts the Special Master's recommendation that this judgment be certified as final and appealable pursuant to Federal Rule of Civil Procedure 54(b) and expressly determines that there is no just reason for delay for the reasons stated in the Special Master's Report and Recommendation.

This Judgment Entry is certified and entered by the Court pursuant to Rule 54(b) of the Federal Rules of Civil Procedure.

Dated: 08/25/20

ENTERED

/s/ Kimba M. Wood